

Women in Physics in the Netherlands: progress and developments

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Current numbers and developments

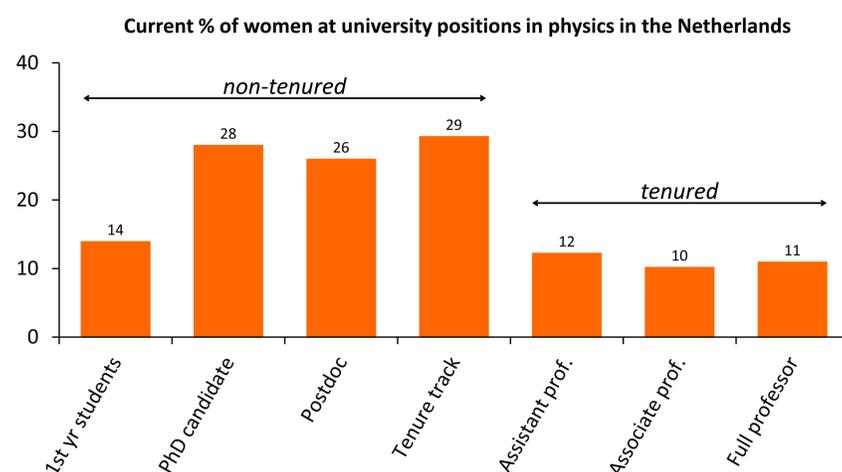
Initiatives to promote women and their possibilities to pursue a career in physics are plentiful and commendable, but unfortunately not all numbers convincingly show the desired impact:

- Although the percentage of female first-year students, PhD candidates and postdocs are acceptable, they have been stable over the last years despite efforts to increase them:

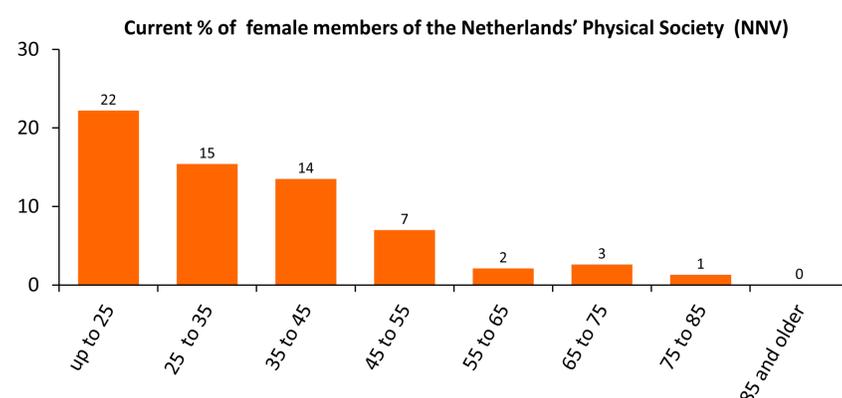
	YEAR: 2010	2011	2012	2013
1 st year students at all colleges + universities	12	12	13	14
PhD's at FOM	23	23	23	24
Postdoc's at FOM	20	20	20	25
Permanent staff at FOM	8	10	9	8
Group leaders (scientific staff) related to FOM	8	10	10	10

Percentages of female physicists at different career levels over 2010 to 2013. The low percentage of female first-year students compared to PhD and postdocs is due to the relative large number of foreign women in PhD and postdoc positions in the Netherlands. PhD candidates, postdoc researchers, and permanent staff employed mentioned here are the numbers of employees at FOM (the Dutch Foundation for Fundamental Research on Matter). Note that permanent staff at FOM includes scientific staff at FOM research institutes, but mainly comprises of non-scientific staff. The group leaders related to FOM comprise Assistant, Associate, and Full Professors at universities and research institutes.

- While approximately 20 to 25% of the PhD candidates and postdocs are women, the presence of women further up on the scientific ladder obtaining tenured positions remains strikingly low (in 2013):



- On the up side, the percentage of women currently in a tenure track position is relatively high, in the same order of PhDs and postdocs. Time will tell whether this will pay off in higher numbers of females in tenured positions in the future.



- The relative number of female members of the Netherlands' Physical Society (NNV) is strikingly higher amongst the younger age groups. This offers a promising perspective for the future female participation in the Dutch physics community.

Ongoing and new initiatives

- The government funded joint mission-statement and plans of the sectors Physics and Chemistry formulates clear ambitions for the male/female balance in physics and chemistry. It facilitates 88 tenure track positions (from 2011 till 2016), with a target of 40% to be filled by women. To achieve this, 20 of the 88 positions are specifically reserved for women.
- The Dutch Foundation for Fundamental Research on Matter (FOM) supports women in physics through several instruments: grants for female scientists, the bi-annual Minerva Prize for the best physics paper by a female author, individual coaching for PhD students, and the FOM/f symposium for all women in physics in the Netherlands. In 2014, FOM is starting a mentoring programme for female (top-)physicists in tenure track positions and a training on gender-bias in selection and recruitment for group leaders.



- The Netherlands Research Foundation (NWO) offers Aspasia grants to enable the promotion of female scientists from Assistant Professor positions to Associate or Full Professor. In principle all female laureates of a personal NWO-grant are offered the financial support for such a promotion.
- Four out of the nine Dutch universities offer fellowships for tenure track positions especially for women to improve their possibilities to pursue an academic career in physics.



In VH
landelijk netwerk
VROUWELIJKE HOOGLERAREN

- The Dutch Network of Women Professors (LNVH) is a network of over 850 female Professors and Associate Professors representing all disciplines and universities, promoting the visibility and opportunities for women in academia in the Netherlands.

Although there is no lack of initiatives, awareness amongst and an active contribution from the entire community is still needed to improve the gender balance in physics; it doesn't come naturally!

